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PROVINCE OF ALBERTA

SOCIAL SERVICES AND COMMUNITY HEALTH

Interprovincial Comparisons
Day Care Facilities
Full-Day Programs

October, 1982

Price Waterhouse Associates
MANAGEMENT CONSULTANTS

Price Waterhouse Associates

PROVINCE OF ALBERTA

SOCIAL SERVICES & COMMUNITY HEALTH
INTERPROVINCIAL COMPARISONS - DAY CARE FACILITIES
FULL-DAY PROGRAMS

EXECUTIVE SUMMARY

Study Purpose

In August 1982, Alberta Social Services and Community Health authorized us to update our report, Interprovincial Comparisons - Day Care Facilities, issued August, 1980. Our study addressed the major areas of concern - availability, affordability, standards of care, expenditures and training programs. In addition, we reported significant changes planned for the future and the impact of the current recession on day care services.

Significant Developments Since the 1980 Study

Since 1980, Alberta has enacted new legislation. This legislation requires better standards of care by focussing on staff/child ratios, limits on centre size and group size by age, and greater indoor space requirements. In the intervening period, Alberta has also discontinued shared funding arrangements with municipalities thereby taking full responsibility for funding, delivery and administration of day care. The province has implemented a satellite day home program.

Available spaces and average fees have increased significantly in Manitoba following the removal of freezes after August 1980.

Since 1980, Nova Scotia has launched a pilot project with one centre to test the suitability of a satellite day home system in the province.

Manitoba, Ontario, Quebec and New Brunswick are in the process of revising their Acts and Regulations. Most of the provinces expect the legislation to be passed within the next year.

Changes Since 1980 - Alberta

Available spaces increased 18% over the two-year period, slightly less than the average increase of all provinces.

Average fees increased 24%, approximately the same as the average increase for all provinces.

The number of subsidized spaces increased 57%, the second largest increase over the two-year period.

Alberta recorded an increase of 117% in public funding, the largest increase of any province.

Alberta has increased its per capita total expenditures in day care by 35%.

Alberta has increased its per capita public funding by 92% since 1980. This increase is one of the highest among the provinces.

Changes Since 1980 - Other Provinces

Available spaces have increased significantly since the 1980 study in all provinces except the Atlantic provinces. The increases over 1980 ranged from 14% to 45%. For the Atlantic provinces, available spaces decreased or held constant.

Since 1980, average fees have increased in all provinces except New Brunswick. The change ranged from 9% to 42% with an average of approximately 26%.

All provinces subsidized more spaces in 1982 than in 1980. The increase ranged between 8% and 68% with an average of approximately 36%.

Public funding which includes subsidies and grants increased in all provinces except Prince Edward Island. The increase in spending varied greatly among provinces with a range from 14% to 117%.

Per capita total expenditures increased substantially in all provinces except New Brunswick. The change from the 1980 study varied greatly between provinces ranging from 2% to 110%.

The per capita public funding increases ranged from 35% to 95% for all provinces except British Columbia and Prince Edward Island which had little increase.

Alberta's Position Relative to Other Provinces

Alberta maintained its rankings of third in number of available spaces and first in spaces per pre-school age child.

Although subsidy systems vary from province to province in terms of eligibility criterion and method of calculation, Alberta's subsidy system is generally in line with those of other provinces.

Alberta has improved its standards of care relative to other provinces. Its staff/child ratios have moved from the low end of the range in 1980 to the high end of the range for all age groups in 1982. Maximum centre and maximum group size by age are now specified in the new regulations. Only four other provinces specify a maximum centre size and three others limit group sizes by age category.

Alberta's rank in total expenditures on day care is unchanged at third. Alberta maintained its first-place position in per capita total expenditures. Alberta's rank improved from fourth to third in the amount of public funding for day care and from third to first in per capita public funding.

Alberta training requirements have not changed significantly since the 1980 study. Alberta offers training programs that are similar to other provinces.

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SOCIAL SERVICES & COMMUNITY HEALTH
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1. INTRODUCTION

Alberta Social Services and Community Health authorized our firm to update the Price Waterhouse Associates report, Interprovincial Comparisons - Day Care Facilities, issued in August of 1980, which compared key operating parameters for day care programs in each of the ten provinces in Canada. The study was to follow the original terms of reference, that is, full-day licensed group and family care for children 0 to 5 years, with an expanded scope to include approved family and satellite day home facilities. The study focussed on the areas of availability, affordability, standards of care, expenditures and training programs.

2. APPROACH

Our study comprised a review of the relevant statutes and regulations, discussions with responsible day care officials in each of the ten provincial governments and, where appropriate, in several municipalities who administer programs pursuant to provincial regulations. Our analysis did not include a survey to measure compliance with provincial statutory requirements or a review of policies relating to day care administration. We have also excluded special programs such as those for the handicapped which are not integrated with regular day care services.

We are pleased to report that a high degree of cooperation was received from all persons interviewed and that there appears to be genuine interest on the part of day care officials in most of the other provinces to support the Province of Alberta's fact-gathering initiative. The previous report seems to have been well received.

Draft copies of the exhibits attached to this report have been reviewed with a day care official in each province to ensure that the facts relevant to each jurisdiction have been fairly presented. To date, we have received confirmation from all provinces except New Brunswick. A copy of this report is being sent to each of the provinces and two municipalities that participated in the study.

A comparison of day care programs and facilities is a complex undertaking because each province has responded to the demand for day care services in its own way. Definition of programs and even terms used to describe program elements vary from province to province. This is also true of methods of funding and subsidy, and approaches to operation and regulation. These differences are a function of a province's history, related programs, socio-economic conditions, and demographic circumstances. Accordingly, different conclusions may be drawn from this data depending upon the reader's view of the objectives of day care and the means of their attainment.

A study of this kind which makes selective comparisons may not adequately reflect the context of the data hence could be subject to misinterpretation. We therefore caution the reader to give consideration to the above factors in evaluating this data.

3. SURVEY RESULTS

3.1 Availability

Exhibit 2 outlines the various definitions of 'full day', the criteria for licensing, satellite programs and age groups covered by the survey. The definitions of full day and the criteria for licensing vary somewhat from province to province.

Exhibit 3 outlines the number of day care spaces available in each province by mode of operation. Ontario and Quebec have the largest number of spaces, as might be expected from general population statistics. Alberta ranks third although its population for the 0-5 year age group ranks fourth.

The New Brunswick figures include part-day care as well as after-school and over-age-five facilities. These were included because a breakdown of data was not readily available. We were assured, however, that the after-school and over-age-five spaces were not a significant proportion of the total.

On a per capita basis, that is, the ratio of spaces to total number of preschool children, Alberta ranks first with .081 spaces per child in the 0 to 5 age group. The other provinces range from .068 to .009.

Exhibit 4 presents the 0 to 5 age group population figures used to calculate per capita ratios. These statistics were estimated by the Department from Statistics Canada information.

3.2 Affordability

Exhibit 5 outlines the average fees charged by type of facility in each province as estimated from discussion with our contacts in each of the provinces. Fees range from $150.26 per month for facilities in New Brunswick to $356.00 for municipal facilities in Ontario.

We have differentiated in this report between subsidy systems and grants. Subsidy systems refer to funding available from provincial, or combined provincial and municipal sources in the case of Ontario, to subsidize users of the service where there are particular economic and/or social needs. Subsidies are always granted if the income requirement is met and usually for parents who are working, attending an educational institution, or parents of children with special needs. A variety of grants are also given by individual provinces to meet different local needs.

We have described below in capsule form the subsidy systems available in the various provinces.

The subsidy systems in British Columbia, Nova Scotia, Alberta and Manitoba are similar in principle. Eligibility is determined by means of an income test. British Columbia applies a needs test in exceptional cases.

Generally, gross income is reduced by those deductions that are allowable for tax purposes. However, there are some differences between the provinces in the types and amounts of deductions allowed to arrive at this net income figure.

British Columbia and Nova Scotia allow further exemptions based on factors such as family unit size or number of dependents. Of the residual, 50% is deemed available for payment of the day care fee.

In Alberta the subsidy is determined in the following manner. Eligibility is based on family net income and family size. Fee schedule guidelines are established which determine the minimum fee, turning point, tax-back rates and break-even point. Families with income below the turning point pay the minimum fee. The parent pays a prescribed proportion of net income over the turning point for day care fees. The amount is determined at a specified rate (referred to as a tax-back rate) which is multiplied by the amount of net income over the turning point. At the break-even point families are charged the full day care fee. The break-even point varies by family size and number of children in day care.

In Manitoba the subsidy is determined by comparing net family income to allowable family deductions and certain other deductions. In general, family deductions are based on family size and other deductions on number of children in day care. Various percentages are levelled against the portion of net income above certain levels of deductions to arrive at the families' contribution to the day care fee.

In Saskatchewan, New Brunswick, Prince Edward Island, and Newfoundland, eligibility is determined by means of an income test. Prince Edward Island applies a needs test in exceptional cases. In Saskatchewan, the deduction from gross income is based on number of children. In the other provinces, deductions from gross are the involuntary ones (basically those allowed for

tax purposes). The provinces set an income level (or income levels) below which no fee is paid. Above the level(s) with every dollar increase in net income, the parents pay a portion of the day care fees.

Ontario determines eligibility for subsidy by a needs test calculated as follows. From monthly income are deducted the regular monthly expenses such as rent, light, heat, mortgage and debt payments, as well as further specific exemptions (e.g., 25% of earnings). The residual is called 'available monthly income' and is the amount of the fee that is paid by parents. Most municipalities use the province's Form 7 which sets out the types of inclusions to determine monthly income and expenses. Each municipality then sets maximums on some of the expenses. Subsidies are provided up to the full fee charged by a day care facility. The full fee is computed by the municipalities based on budgeted yearly cost figures provided by each facility. Eighty percent of the cost of subsidies is paid by the province and 20% by the municipality. The actual subsidy paid in Ontario therefore depends on the specific living expenses of the applicant and the ceiling set by the municipality and is based on the operating costs of the day care centre.

In Quebec, gross income is reduced by those expenses which are allowed to determine 'net income' on the provincial income tax form. Subsidy is determined according to a sliding scale.

Exhibit 6 outlines specific information relating to maximum subsidies available, minimum fees charged to users, levels at which the subsidy begins to decrease and ceases, spaces covered by the subsidy program and number of subsidized spaces. Alberta ranks fourth in the number of spaces subsidized. Thirty-six percent of the available spaces are subsidized in Alberta, at the low end of the range from 22% to 75%.

To further illustrate the operation of the subsidy systems, we have shown in tabular form the specific subsidies that would be paid in each province for three arbitrary but realistic situations. Exhibit 7 covers the one parent/one child situation assuming a gross income of $13,000 per year. Exhibits 8 and 9 apply to the two parent/two children situations with a combined family income of $20,000 and $30,000 per year respectively. The reader should be careful not to extrapolate results or generalize from these tables as the application of the subsidy formulas can result in narrowing or widening differences with changes in economic circumstances of the applicants.

3.3 Standards of Care

Exhibit 10 outlines minimum staff/child ratios applicable to each province. Ratios are generally a function of the age interval, and in two provinces, also a function of group size. Alberta's staff/child ratios lie at the high end of the range of all provinces. Staff/child ratios in Alberta and New Brunswick apply only to primary staff (those spending more than 50% of the time directly with children). If expressed in terms of all staff as for other provinces, the minimum ratios in Alberta and New Brunswick would be marginally higher.

Exhibit 11 outlines the maximum centre size for those provinces who have restrictions. Exhibit 12 indicates restrictions on group size. Four provinces have imposed such restrictions on day care centres. Family and satellite day homes are restricted by their definitions.

Exhibit 13 outlines the minimum qualifications and training of supervisors and/or staff required by each province. Standards relating to qualifications and training are generally imprecise, allowing a certain amount of discretion in their application.

Exhibit 14 outlines the minimum space requirements per child for each of the ten provinces. At 3 m^2 indoor space, Alberta's standard lies within the range of 2.5m^2 to 3.5m^2. The outdoor space requirements are generally less precisely defined, and Alberta's requirement of 2m^2 or 4.5m^2 depending on age is at the low end of the range.

3.4 Expenditures

Exhibit 15 identifies the various kinds of government grants that are offered and the amounts actually committed to day care programs for the fiscal year ended March 31, 1982. Ontario is the only province with shared funding between provincial and municipal levels of government. Some provinces have municipal contributions that are not included in this exhibit. Alberta has the highest government grants per capita at $48.63. Per capita grants for the other provinces range from zero to $37.48.

Exhibit 16 presents expenditures on day care programs by province, again for the fiscal year ended March 31, 1982. The user fees have been estimated by multiplying the available spaces by average rates and utilization percentages, as estimated by provincial day care officials for the year. Total expenditures is the sum of user fees and government funding in the forms of subsidies or grants. Public funding data was obtained from each province.

On a per capita basis, Alberta ranks highest at $223.20 in total expenditures, reflecting the relatively greater number of available spaces. This figure should be viewed against the range of $210.14 to $21.51 for the other provinces and the average of $122.21.

Alberta's per capita public funding at $98.36 is the highest. This is due, in part, to the age based operating allowance of between $57 and $240 per child per month that was introduced in 1981. Its purpose is to assist day care facilities to meet required standards, without passing the costs onto

the users. The average per capita public funding is $55.80 and the range is from $89.81 to $5.91 for the other provinces.

Alberta's 44.1% public funding is slightly higher than the average of 43.7% and in the range from 64.3% to 21.0% for the other provinces.

Exhibit 17 presents budgeted public funding for day care for the fiscal year ending March 31, 1983.

3.5 Training Programs/Salaries/Attrition Rate

Exhibit 18 provides some information on other day care issues. Training in day care techniques can be obtained from a number of different institutions. Most provinces offer one-year certificates or two-year diplomas as well as various other courses related to day care.

Seven provinces provided rough estimates of salary levels of staff. These are only approximations as most provinces do not maintain these statistics. Per-month average salaries range from $1,000 to $1,667 for directors, $1,065 to $1,710 for supervisors, $531 to $1,292 for trained staff, and $700 to $1,228 for untrained staff. Alberta was unable to provide estimates.

Specific attrition rate statistics are not generally available. However, from a study conducted in one municipality near Toronto, 39 months is the average length of stay for trained staff in day care facilities for that area.

Exhibit 19 presents significant plans for the future of a number of provinces and noticeable changes in day care in certain provinces due to the recession.

To the best of our knowledge, the data presented in this report is currently valid and correct. We understand that day care regulations are under review in a number of provinces and that changes will likely emanate from these reviews.

PRICE WATERHOUSE ASSOCIATES
October 26, 1982

EXHIBIT 1

TERMS OF REFERENCE

Information to be collected and analyzed in a report of "Day Care Facilities": full-day group centers and family and satellite day homes.

I. Scope:

A. Day Care Facilities: Full-day group centers and family and satellite day homes in 10 provinces for children 0-5 years of age.

B. Excludes day care for handicapped children, not integrated with regular day care services.

C. Excludes nursery schools.

II. Analysis to Include:

A. At the front of the report, summary tables and/or statements highlighting:

1. Alberta's current status relative to other provinces.

2. Major changes in status in Alberta relative to other provinces since the August 1980 study: "Interprovincial Comparison - Day Care Facilities - Licensed Full-Day Program".

3. Major new developments in any province since the August 1980 report.

B. In the body of the report:

1. The current status of provinces in ranked tables where appropriate.

2. The current status of provinces described, where ranking is not possible.

3. Comparison tables or descriptions as appropriate, where major changes in status have occurred since August 1980.

4. Minor changes may be footnoted on tables.

III. Information to be Collected and Compared:

A. Organization of full-day group centers and family and satellite day homes.

1. A brief description of the organization level of government at which standards are set in a province:

a) Do municipal by-laws specify standards higher than provincial regulations in any provinces?

b) Are there municipal by-laws which are more restrictive than provincial regulations (e.g. center size, space per child, auspices, training of staff)? Are these permitted?

c) Are there provincial/municipal policies which affect service delivery?

2. Briefly, to what extent do these factors affect the results of this research?

B. Availability:

1. Total number of spaces in full-day group centers and family and satellite day homes (including part-time spaces).

a) as of (order of preference) : March 82
Close month
Average monthly
1981-82

b) with breakdowns
- Full-day group center
- Family day homes
- Satellite day homes

c) for Government-operated (provincial and municipal)
Non-profit
Private

2. Percentage of spaces delivered by government, non-profit or private delivery.

3. Per capita spaces available for provincial pre-school populations.

4. Vacancy/utilization rates of Day Care Facilities

Provisions of B1, a, b and c apply as possible.

Methodological Notes

1. All terms to be defined and used consistently: full-day group center, family day home and satellite day home.

2. Whether space figures are actuals or estimates should be noted. If some provinces have included after school, it should be assessed. If possible, whether this affects the per capita ranking should be assessed.

3. Population figures for calculating per capita spaces to be provided by the Planning Secretariat.

   Per capita statistics for August 1980 will need to be recalculated with more current population statistics before a comparison is made with current per capitas.

4. Limitations of per capita spaces and expenditures for 0-5 year olds as an indication of services meeting demand to be noted. (These indexes do not take into account the actual number of children requiring care since access to other types of care, parental employment levels, and parental preference by province are not taken into account.)

C. Affordability

1. Average cost per child per month

   Provisions B1, a, b, and c apply as possible.

   The method used to arrive at this figure in each province should be documented.

2. Characteristics of subsidy system in operation, as of September 82:

   a) Needs or income tested

   b) What factors are taken into account? Does it vary by:
      i) type of care
      ii) sector offering care
      iii) number of persons in family
      iv) number of children in family
      v) number of children in care

   c) Deductions allowed before income taken into consideration.

   d) Maximum subsidy allowed per month--for one child; two or more children. Can amounts above the subsidy limit be charged or is there a fee ceiling?

   e) Minimum fee charge to parents--one child, two or more children.

f) Income level at which subsidy begins to decrease--one parent/one child; two parents/two children.

g) Tax back rates on income as subsidy decreases.

h) Income level at which subsidy ceases--one parent/one child; two parents/two children.

i) Are there restrictions on the spaces which can be subsidized?

j) How many spaces are subsidized (number and percentage)?

Analysis to highlight provinces with most deductions, lowest minimum fee, highest income level at which income decreases subsidy, lowest tax back rates, highest subsidy maximums and highest income levels to which a subsidy is provided.

3. Examples of the subsidy system for one parent/one child; two parents/two children:

a) Gross income with definition

- one parent, one child - $13,000
- two parents, two children - $20,000
- two parents, two children - $30,000

b) Deductions allowed

c) Income taken into account

d) - parent portion
- subsidized portion
- total fee

e) % of total fee subsidized

4. Satellite day homes

a) Amount and type of grants paid to agencies and/or providers by provincial or municipal governments?

b) What is the average fee paid by the parent?

D. Standards of care for full-day care as of <u>September 1982:</u>

1. Staff

a) Minimum ratio of staff to children required by centers.

i) What is included in the ratio:
- all staff (cooks, janitors, social workers, administrators, child care workers) and/or
- primary staff only - those who have contact with children.

Definition of primary - What percentage of time?

b) Minimum staff qualifications for
   i) - supervisor
      - other staff
   ii) by: full-day group centers

c) Training requirements
   i) Time limits allowed
   ii) Follow-up for licensing purposes

2. Maximum number of children by age of child

   a) Full-day group center

   b) Group size within center

   c) Licensed family day home

   d) Satellite day home

3. Space by age of child

   a) Minimum indoor and outdoor space required per child

   b) To what types of care do space requirements apply?

   c) What is included, e.g. hallways, washrooms, furniture space?

E. Training programs and staffing

1. Training programs available

   a) Types in each province

   b) Auspices of training programs

   c) Transferability between provinces

2. Salaries of trained vs untrained staff

3. Staff attrition - trained vs untrained

F. Expenditures and budgets for full-day group centers and family and satellite day homes:

1. Expenditures in 1981/82

   a) Grants
      i) Start up
      ii) Capital
      iii) Maintenance
      iv) Deficit funding
      v) Grants for audit of books
      vi) Staff training

b) Provincial and municipal subsidies

c) User fees

d) Total expenditures

2. Per capita total expenditures-

Non-public funding is estimated by multiplying user fees by applicable spaces and estimated utilization rates. Weakness of method should be outlined.

3. Per capita public funding

4. Percent of total funding which is public

5. 1982/83 estimates by province

6. Per capita budget by province

When comparisons of expenditures or budget are made with the August 1980 report, then the unlicensed day homes will have to be removed and part time spaces.

G. Other

1. New directions or developments in a province not covered above. Examples might be care for shift workers or subsidies paid to relatives caring for children.

2. Changes or impact on programs as a result of the recession.

September 10, 1982

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INTERPROVINCIAL COMPARISONS - DAY CARE FACILITIES

FULL-DAY PROGRAMS

Definition of Terms

	B.C.	Alta.	Sask.	Man.	Ont.	Que.	N.B.	N.S.	P.E.I.	Nfld.
Full Day	> 4 & < 10 hrs. 5 days/week	> 3 hrs. < 24 hrs.	> 9 hrs. 5 days/week	> 4 hrs.	> 6 hrs.	> 5 hrs.	< 24 hrs.		> 2 and < 12 hrs.	
Licensed - Group	> 2 children	> 6 children	> 3 children not < 18 months plus must be parent-controlled non-profit corporations	> 6 children outside Winnipeg > 3 children in Winnipeg	> 5 children	> 9 children	> 5 children	> 3 children	> 5 children	> 4 children
Licensed - Family	> 2 and < 7 children, (< 6 children 0-5 years), of which < 2 children are < 1 year or < 3 children are < 2 years	> 3 and < 7 children, and no more than four children < 2 years	< 6 children 6 weeks to 5 years of which < 3 are < 31 months or < 4 children if all are 6 weeks to 30 months [2]	< 9 children, no more than three children < 2 years					< 7 children and no more than 2 children < 2 years	
Satellite Day Home[1]	Society administers to licensed or unlicensed (< 3 children) family day care	Agent administers to licensed (> 2 and < 5 children, < 4 unrelated) or unlicensed (< 3 children) facilities			< 6 children	< 10 children		Not defined		
Age Group Covered by the Survey	18 months to 5 years - group; 0 to 5 years - family	0 to 5 years	18 months-5 years	0-5 years	0-5 years	0-5 years	0-12 years	0-5 years	0-5 years	2-5 years

NOTE:

[1] Sponsoring agencies administer a number of family day homes. Agency responsibilities include ongoing supervision and monitoring, training of providers and placement of children.
[2] 'Approved' family day care.

OCTOBER, 1982

EXHIBIT 2

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EXHIBIT 3

INTERPROVINCIAL COMPARISONS - DAY CARE FACILITIES

FULL-DAY PROGRAMS

Available Spaces as at March 31, 1992

	B.C.		Alta.		Sask.		Man.		Ont.		Que.		N.B.		N.S.		P.E.I.		Nfld.	
	No.	%	No.	%	No. [3]	%	No.	%	No.	%	No.	%	No.	%	No.	%	No. [5]	%	No.	%
GOVERNMENT OPERATED																				
- Municipal	—	—	764	4	—	—	—	—	7,768	18	—	—	—	—	—	—	—	—	—	—
- Satellite	—	—	—	—	—	—	—	—	1,684	4	—	—	—	—	—	—	—	—	—	—
- Indian Bands	—	—	—	—	—	—	—	—	719	2	—	—	—	—	—	—	—	—	—	—
NON-PROFIT																				
- Group	5,079[1]	49	4,309[2]	23	2,718	70	3,953	62	9,870	23	19,216	81	1,363	58	2,360	59	214	46	136	26
- Family	—	—	—	—	—	—	1,038	16	—	—	—	—	—	—	—	—	—	—	—	—
- Satellite	—	—	1,300[2]	7	—	—	—	—	1,438	3	874	4	—	—	60	1	—	—	—	—
PRIVATE ENTERPRISE																				
- Group	2,189[1]	22	11,964	64	114	3	1,397	22	21,513	50	3,485	15	992	42	1,600[4]	40	231	50	397	74
- Family	2,442	24	398	2	1,048	27	—	—	—	—	—	—	—	—	—	—	20	4	—	—
- Satellite	500	5	—	—	—	—	—	—	226	—	—	—	—	—	—	—	—	—	—	—
TOTAL	10,130	100	18,735	100	3,880	100	6,388	100	43,218	100	23,575	100	2,355	100	4,000	100	465	100	533	100

Ratio of Licensed Day Care Centre Spaces to Total Number of Preschool Children[6]

GOVERNMENT OPERATED												
- Municipal	—	.003	—	—	.011	—	—	—	—	—	—	
- Satellite	—	—	—	—	.002	—	—	—	—	—	—	
- Indian Bands	—	—	—	—	.001	—	—	—	—	—	—	
NON-PROFIT												
- Group	.022	.019	.028	.042	.014	.034	.021	.032	.018	.032		
- Family	—	—	—	.011	—	—	—	—	—	—		
- Satellite	—	.006	—	—	.002	.002	—	.011	—	—		
PRIVATE ENTERPRISE												
- Group	.009	.051	.001	.015	.030	.006	.015	.021	.020	.007		
- Family	.011	.002	.010	—	—	—	—	—	.002	—		
- Satellite	.002	—	—	—	—	—	—	—	—	—		
TOTAL	.044	.081	.039	.068	.060	.042	.036	.054	.040	.039		

NOTES:

[1] Estimates by senior government day care officials.
[2] July 1992 statistics.
[3] Excludes Department of Northern Saskatchewan spaces.
[4] Segregation among group, family and satellite categories within private enterprise not available.
[5] Licensed capacity is 700. There are only 465 available spaces (i.e. centres are prepared to handle).
[6] Population statistics on Exhibit 4.

OCTOBER, 1992

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EXHIBIT 4

INTERPROVINCIAL COMPARISONS - DAY CARE FACILITIES

FULL-DAY PROGRAMS

ESTIMATED POPULATION FOR 0 - 5 YEAR AGE GROUP [1]

AS AT JUNE 30, 1982

British Columbia	231,971
Alberta	231,730
Saskatchewan	98,539
Manitoba	93,421
Ontario	719,730
Quebec	567,402
New Brunswick	64,911
Nova Scotia	73,839
Prince Edward Island	11,517
Newfoundland	60,390
	2,153,450

Note:

[1] 1981 Population Estimates by Province were taken from Statistics Canada Catalogue #11-001. To arrive at the population for those aged 0 to 5 years, it was assumed there had been no change in the population distribution since 1981. The percentage of the total population 0 to 5 years in 1981 was applied to the 1982 total provincial figure to arrive at the 1982 estimate.

October, 1982

INTERPROVINCIAL COMPARISONS - DAY CARE FACILITIES

FULL-DAY PROGRAMS

Average Fees Charged by Facilities Per Child Per Month
For the Year Ended March 31, 1992

	B.C. [1]	Alta.	Sask.	Man.	Ont.	Que.	N.B.	N.S. [5]	P.E.I.	Nfld.
GOVERNMENT OPERATED										
- Municipal	—	228.00	—	—	356.00	—	—	—	—	—
- Satellite	—	—	—	—	199.00[4]	—	—	—	—	—
NON-PROFIT CENTRES										
- Group	220.00[2]	221.00	215.00	206.00	272.00	220.00	150.26	195.00	220.00	200.00
- Family	—	—	—	206.00	—	—	—	—	—	—
- Satellite	—	222.00	—	—	303.00	180.00	—	195.00	—	—
PRIVATE ENTERPRISE										
- Group	220.00[2]	206.00	200.00	206.00	278.00	220.00	150.26	210.00	220.00	200.00
- Family	176.00[3]	217.00	212.00	—	—	—	—	—	220.00	—
- Satellite	176.00[3]	—	—	—	251.00	—	—	—	—	—
WEIGHTED AVERAGE COST	214.36	211.69	213.75	206.00	299.36	218.52	150.26	199.00	220.00	200.00

NOTES:

[1] These are maximum subsidy rates. Actual costs not available. Operators are free to set their rates but are obliged to charge every family the same rate.
[2] Represents subsidy for 3-5 years; 18-36 months is $303.
[3] Represents subsidy for 3-5 years; 0-36 months is $204.
[4] Eleven out of 18 municipal agencies do not charge an agency fee.
[5] Assumes there is one child in day care.

OCTOBER, 1992

Price Waterhouse Associates

EXHIBIT 5

Price Waterhouse Associates

INTERPROVINCIAL COMPARISONS - DAY CARE FACILITIES

FULL-DAY PROGRAMS

Subsidy Systems[1] - Key Variables

		B.C.	Alta.	Sask.	Man.	Ont.	Que.	N.B.	N.S.	P.E.I.	Nfld.
MAXIMUM SUBSIDY PER MONTH											
0-5 years			$175 for first child, $215 for each additional child[2]	90% of fee to a maximum of $235 per child[3]	Total costs at the facility plus $1.00 per child/day to a max. of $206/mo.	[4]		$150.26/child[3]	$193/child [5]	Total costs at the facility	Total costs at the facility
Group:	0-5 years						$180/child				
	18-36 months	$303/child									
	37 months-5 years	$220/child									
Family:	0-36 months	$204/child									
	37 months-5 years	$176/child									
Satellite:	0-5 years						$100/child				
	0-36 months	$204/child									
	37 months-5 years	$176/child									
MINIMUM FEE CHARGED TO PARENT:			$40/per family[2]	10% of fee (unless on social assistance)		$5 to $31.50 per family (unless requirement is waived)[4]	$20 per family		$20 per family		
INCOME LEVEL SUBSIDY BEGINS TO DECREASE			$1,001 - one parent/ one child $1,281 - two parents/ two children	1,500			$8,600 for families with one parent/one child				
INCOME LEVEL SUBSIDY CEASES			$1,291 - one parent/ one child $1,791 - two parents/ two children				$17,100 for families with one parent/one child				$990
SPACES COVERED BY SUBSIDY PROGRAM							50% - group 30% - family				
SPACES SUBSIDIZED											
- number		7,409	6,710	2,910	3,100	20,500	11,613	569	1,960	200	118
- % of available spaces		73.14	35.82	75.00	46.53	47.43	49.26	24.16	46.50	43.01	22.14

NOTES:

[1] System in effect at March 31, 1982.
[2] As of June, 1982 maximum subsidy is $195 for the first child; $240 for each additional child and minimum fees of $45/family.
[3] All families must be charged the same rate.
[4] The municipality sets the requirements.
[5] Maximum subsidy has increased to $205/child.

OCTOBER, 1982

EXHIBIT 6

Price Waterhouse Associates

INTERPROVINCIAL COMPARISONS - DAY CARE FACILITIES

FULL-DAY PROGRAMS

Subsidy Systems[1] - Illustration (One Parent/One Child)

SITUATION I One Parent/One Child	B.C.	Alta.	Sask.	Man.	Ont.	Que.	N.B.	N.S.	P.E.I.	Nfld.
GROSS INCOME - per year	$13,000	$13,000	$13,000	$13,000	$13,000	$13,000	$13,000	$13,000	$13,000	$13,000[10]
- per month	$ 1,083	$ 1,083	$ 1,083	$ 1,083	$ 1,083	$ 1,083	$ 1,083	$ 1,083	$ 1,083	$ 1,083
LESS: Common deductions allowable for tax purposes[2]	179[4]	124[4]	—	133[4]	181	729	400	211[6]	193	135
NET INCOME	904	959	1,083	950	902	354	683	872	890	948
LESS: Further deductions allowed by the provinces[2]	775	—	100	—	902[8]	167	—	788	—	—
	$ 129	$ 959	$ 983	$ 950	—	$ 187	$ 683	$ 84	$ 890	$ 948
INCOME AVAILABLE FOR DAY CARE	$ 65 (50% x $129)	N/A	N/A	N/A	—	N/A	N/A	$ 42 (50% x $84)	N/A	N/A
USER FEE:										
Parents' Portion	$ 65	$ 46	$ 21	$ 28	$ 32[9]	$ 40	$ 54	$ 42	$ 100	$ 200
Subsidized Portion	155	175	194	162	240	180	96	151	120	—
TOTAL USER FEE[3]	$ 220[5]	$ 221	$ 215	$ 190[7]	$ 272	$ 220	$ 150	$ 193	$ 220	$ 200
% OF SUBSIDIZED PORTION TO TOTAL FEE	70.45	79.19	90.23	85.26	88.24	81.82	64.00	78.24	54.55	—

NOTES:

[1] Systems in effect at March 31, 1982.
[2] Averages of the more common deductions.
[3] Average fees for the non-profit group category (Exhibit 5).
[4] Deductions include UIC, CPP and income tax.
[5] Represents subsidy for group day care 3-5 years.
[6] Deductions include UIC, CPP, income tax, union dues, superannuation, group life and for Manitoba only, family allowance.
[7] Maximum subsidy for a four-week period ($206/month).
[8] Senior city day care officials in Ottawa and Toronto estimated monthly living expenses. This is the average of the two available income figures.
[9] Minimum fee charged in Toronto.
[10] This is not representative of below-average income in this province.

OCTOBER, 1982

EXHIBIT 7

Price Waterhouse Associates

INTERPROVINCIAL COMPARISONS - DAY CARE FACILITIES

FULL-DAY PROGRAMS

Subsidy Systems[1] - Illustration (Two Parents/Two Children)

SITUATION II Two Parents/Two Children[2]	B.C.	Alta.	Sask.	Man.	Ont.	Que.	N.B.	N.S.	P.E.I.	Nfld.
GROSS INCOME - per year	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000[11]
- per month	$ 1,667	$ 1,667	$ 1,667	$ 1,667	$ 1,667	$ 1,667	$ 1,667	$ 1,667	$ 1,667	$ 1,667
LESS: Deductions allowable for tax purposes[3]	266[5]	275[5]	—	286[7]	297	716		411[7]	355	318
NET INCOME	1,401	1,392	$ 1,667	1,381	1,370	951		1,256	1,312	1,349
LESS: Further deductions allowed by the provinces[3]	1,005	—	200	—	1,370[9]	—		892	—	—
	$ 396	$ 1,392	$ 1,467	$ 1,381	—	$ 951		$ 364	$ 1,312	$ 1,349
INCOME AVAILABLE FOR DAY CARE	$ 198 (50% x $396)	N/A	N/A	N/A	—	N/A	N/A	$ 182 (50% x $364)	N/A	N/A
USER FEE:										
Parents' Portion	$ 198	$ 79	$ 43	$ 56	$ 32[10]	$ 150		$ 182	$ 215	$ 400
Subsidized Portion	242	363	387	324	512	290		214	225	—
TOTAL USER FEE[4]	$ 440[6]	$ 442	$ 430	$ 380[8]	$ 544	$ 440	$ 300	$ 396	$ 440	$ 400
% OF SUBSIDIZED FEE TO TOTAL FEE	55.00	82.13	90.00	85.26	94.12	65.91		52.85	51.14	—

NOTES:

[1] System in effect at March 31, 1992.
[2] Assumes both children in day care, one parent working, one parent is a student.
[3] Average of the more common deductions.
[4] Average fees for the non-profit group category (Exhibit 5).
[5] Deductions include UIC, CPP and income tax.
[6] Represents subsidy for group day care 3-5 years.
[7] Deductions include UIC, CPP, income tax, union dues, superannuation, group life and for Manitoba only, family allowance.
[8] Maximum subsidy for a four-week period ($412/month).
[9] Senior city day care officials in Ottawa and Toronto estimated monthly living expenses. This is the average of the two available income figures.
[10] Minimum fee charged in Toronto.
[11] This is not representative of below-average income in this province.

OCTOBER, 1992

EXHIBIT 6

Price Waterhouse Associates

INTERPROVINCIAL COMPARISONS - DAY CARE FACILITIES

FULL-DAY PROGRAMS

Subsidy Systems [1] - Illustration (Two Parents/Two Children)

SITUATION III Two Parents/Two Children[2]	B.C.	Alta.	Sask.	Man.	Ont.	Que.	N.B.	N.S.	P.E.I.	Nfld.
GROSS INCOME - per year	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000[12]
- per month	$ 2,500	$ 2,500	$ 2,500	$ 2,500	$ 2,500	$ 2,500	$ 2,500	$ 2,500	$ 2,500	$ 2,500
LESS: Deductions allowable for tax purposes[3]	460[5]	456[5]	—	484[8]	605	867		756[8]	674	511
NET INCOME	2,040	2,044	2,500	2,016	1,895	1,633		1,744	1,826	1,989
LESS: Further deductions allowed by the provinces[3]	1,005	—	200	—	1,779[10]	333		—	—	—
	$ 1,035[6]	$ 2,044	$ 2,300	$ 2,016	$ 116	$ 1,300		$ 1,744[6]	$ 1,826	$ 1,989
INCOME AVAILABLE FOR DAY CARE	$ 440	N/A	N/A	N/A	$ 116	N/A	N/A	$ 396	N/A	N/A
USER FEE:										
Parents' Portion	$ 440	$ 442	$ 243	$ 310	$ 116[11]	$ 230		$ 396	$ 440	$ 400
Subsidized Portion	—	—	187	70	428	210		—	—	—
TOTAL USER FEE[4]	$ 440[7]	$ 442	$ 430	$ 380[9]	$ 544	$ 440	$ 370	$ 396	$ 440	$ 400
% OF SUBSIDIZED FEE TO TOTAL FEE	—	—	43.49	18.42	78.68	47.73		—	—	—

NOTES:

[1] Systems in effect March 31, 1992.
[2] Assumes both children in day care, two parents working - $18,000/$12,000 split.
[3] Average of the more common deductions.
[4] Average fees for the non-profit group category (Exhibit 5).
[5] Deductions include UIC, CPP and income tax.
[6] At this income level, subsidy is not available.
[7] Represents subsidy for group day care 3-5 years.
[8] Deductions include UIC, CPP, income tax, union dues, superannuation, group life and for Manitoba only, family allowance.
[9] Maximum subsidy for a four-week period ($412/month).
[10] Senior city day care officials in Ottawa and Toronto estimated monthly living expenses. This is the average of the two available income figures.
[11] Average of the estimated fees in Toronto and Ottawa.
[12] This is not representative of below-average income in this province.

OCTOBER, 1992

EXHIBIT 9

Price Waterhouse Associates

INTERPROVINCIAL COMPARISONS - DAY CARE FACILITIES

FULL-DAY PROGRAMS

Minimum Staff/Child Ratios[1]

AGE INTERVAL	B.C.	Alta. [2]	Sask.	Man.	Ont.	Que. [7]	N.B. [2]	N.S.	P.E.I.	Nfld.
0-1 year		1:3	[3]	1:4[4]	[6]	1:7	1:3	1:7	1:3	
> 1 to 2 years				1:4[4]	[6]		1:3	1:7	1:3	
12 mos.-18 mos.		1:3	[3]							
> 18 mos. - < 24 mos.	1:4	1:5	1:5			1:7				
2 years										1:6
> 2 to 3 years	1:4	1:5		[5]	[6]	1:10	1:5	1:7	1:5	1:6
24 mos.-30 mos.			1:5							
> 30 mos. - < 3 years			1:10							
> 3 to 4 years	1:8	1:8	1:10	[5]	[6]	1:10	1:5	1:7	1:10	1:8
> 4 to 5 years	1:8	1:8	1:10	[5]	[6]	1:10	1:10	1:7	1:10	1:8
5 years	1:8	1:10	1:10	[5]	[6]	1:10	1:10	1:15	1:12	1:8

NOTES:

[1] Relates to group day care; family day care ratios are set by definition of family program.

[2] These are primary staff/child ratios. Definitions Exhibit 13.

[3] New regulations do not allow day care services for children under 18 mos.; however, 2 centres in operation before issuance of new regulations have been allowed to continue with staff/child ratio of 1:3.

[4] Per Manitoba Fire Code.

[5] The following ratios apply to Winnipeg centres only:

	No. of Staff	Min. Staff/ Child Ratio
Up to 8 children, 2 to 4 yrs.	2	1:4.0
9 to 15 children, 2 to 4 yrs.	3	1:5.0
16 to 34 children, 2 to 4 yrs.	4	1:8.5
35 to 45 children, 2 to 4 yrs.	5	1:9.0
Up to 25 children, 5 yrs. old	3	1:8.3
26 to 35 children, 5 yrs. old	3	1:10[4]
36 to 45 children, 5 yrs. old	4	1:10[4]

[6] The following ratios apply:

	No. of Staff	Min. Staff/ Child Ratio
Up to 10 children, under 18 mos.	3	1:3.3
Up to 14 children, 18-24 mos.	3	1:4.7
Up to 15 children, 2 to 4 yrs.	3	1:5.0
16 to 34 children, 2 to 4 yrs.	4	1:8.5
35 to 45 children, 2 to 4 yrs.	5	1:9.0
Up to 25 children, 5 yrs. old	3	1:8.3
26 to 35 children, 5 yrs. old	3	1:7.0
36 to 45 children, 5 yrs. old	4	1:9.0

[7] For satellite homes, ratio is 1:4.

OCTOBER, 1982

EXHIBIT 10

INTERPROVINCIAL COMPARISONS - DAY CARE FACILITIES

FULL-DAY PROGRAMS

Maximum Centre Size

	B.C.	Alta.	Sask.	Man.	Ont.	Que.	N.B.	N.S.	P.E.I.	Nfld.
DAY CARE CENTRE										
0-5 years		80	60			60				50
18 mos.-3 years	30									
3-5 years	75[1]									
FAMILY DAY CARE HOME										
0-5 years	5	6		8					6	
< 1 year	1									
< 2 years	2	4		3					2	
SATELLITE DAY HOME										
0-5 years	5	5			5	9				
< 1 year	1									
< 2 years	2									
< 3 years										

NOTE:

[1] If any children in this age group are less than 3 years old, the facility is restricted to 50.

OCTOBER, 1982

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EXHIBIT 11

Price Waterhouse Associates

INTERPROVINCIAL COMPARISONS - DAY CARE FACILITIES

FULL-DAY PROGRAMS

Maximum Group Size

	B.C.	Alta.	Sask.	Man.	Ont.	Que.	N.B.	N.S.	P.E.I.	Nfld.
					[2]					
DAY CARE CENTRE										
0-5 years								25[2]		
0-18 months		6			10					
19-24 months					14					
19-35 months	12	10								
2 years					25					
3-4 years	12	16			25					
5 years	25[1]	20			25					
FAMILY DAY CARE HOME										
0-5 years	5	6		8					6	
< 1 year	1									
< 2 years	2	4		3					2	
SATELLITE DAY HOME										
0-5 years	5	5			5	9				
< 1 year	1									
< 2 years	2									
< 3 years										

NOTES:

[1] If any children in this age group are less than 3 years old, the group size is restricted to 20.
[2] There are restrictions on number of children per room.

[illegible], 1982

EXHIBIT 12

INTERPROVINCIAL COMPARISONS - DAY CARE FACILITIES

FULL-DAY PROGRAMS

Minimum Qualifications and Training

	B.C.	Alta.	Sask.	Man.	Ont.	Que.	N.B.	N.S.	P.E.I.	Nfld.
	Supervisor only [1]	Primary Staff [3][4]	One Staff Member [5]	Staff	Staff and Supervisors [7][4]	Staff and Supervisor	Primary Staff [8]	Staff [2]	One Staff Member	Staff
1. Demonstrated ability to work with children	X			X	X	X		X		X
2. Minimum age		18	16							
3. Minimum years related experience	1				adequate			adequate [9]		
4. Approved courses:										
- completed	X									
- enrolled			X							
5. Training courses in first aid	X[2]	X				X	X		X[10]	X
6. Minimum general education				Grade 11[6]						

NOTES:

[1] Supervisor must spend at least 3/4 of time with children. For 3-5 yrs., 1 supervisor needed; with 3 groups of children at 1 centre, must have senior supervisor (several years' experience and supervisory skills); 18-36 months - need an 'under 3' supervisor (course in infants); if 3 groups of children at centre, need 1 senior supervisor.
[2] For centers with > 7 children.
[3] Spends at least 50% of time with children.
[4] With > 3 children < 6 years, 2 adults must be on duty.
[5] Two adults needed at all times.
[6] For facilities in Winnipeg only.
[7] Every facility must have one supervisor - plans and directs children and is directly in charge of children.
[8] At least 1 primary staff member needed at each facility. Primary staff spend at least 50% of time directly with children. Must have at least 2 staff on premises.
[9] For chief administrators at non-profit facilities only. They must also have specialized knowledge of early childhood care and development.
[10] Must be present at all times.

OCTOBER, 1982

EXHIBIT 13

INTERPROVINCIAL COMPARISONS - DAY CARE FACILITIES

FULL-DAY PROGRAMS

Minimum Space Requirements Per Child

	B.C.	Alta.	Sask.	Man.	Ont.	Que.	N.B.	N.S.	P.E.I.	Nfld.
INDOOR										
0-5 years		3 m^2		2.5 m^2	2.8 m^2		3.5 m^2	2.75 m^2	3.5 m^2	3.
< 18 months						3 m^2				
18 mos.-5 years	3m^2		3.2 m^2			2.75 m^2				3 m^2
OUTDOOR										
0-5 years			suitable and safe	7 m^2 and min. total of 55 m^2 [1]		4 m^2	sufficient room to accomodate 1/2 of children attending	5.46 m^2 1.5 m fence	7 m^2	suitable and safe
< 19 mos.		2 m^2								
18 mos.-5 years	7m^2									
20 mos.-5 years		4.5 m^2								
< 2 years					3.7 m^2					
2-5 years					5.6 m^2 fenced on all sides					

NOTE:

[1] Applies to facilities in Winnipeg only.

OCTOBER, 1982

EXHIBIT 14

INTERPROVINCIAL COMPARISONS - DAY CARE FACILITIES

FULL-DAY PROGRAMS

Government Grants, Fiscal Year Ended March 31, 1992
(000 omitted)

	B.C. [1]	Alta.	Sask.	Man.	Ont.	Que.	N.B.	N.S.	P.E.I.	Nfld.
Start-up	$ 68		$ 191	$ 137		$ 1,116				$ 2
Capital	16				$ 1,072		$ 145	$ 44		
Equipment			279							
Maintenance		$10,888		3,074		11,405				
Stabilization			240[2]							
Special Needs			128			369	83			
Staff Training										18
Grants for Audit of Books				68						
Satellite Day Homes	181	381								
Other			30	222						
TOTAL	$ 265	$11,269	$ 868	$ 3,501	$ 1,072	$12,890	$ 228	$ 44	—	$ 20
Provincial	$ 265	$11,269	$ 868	$ 3,501	$ 858	$12,890	$ 228	$ 44		$ 20
Municipal					214					
TOTAL	$ 265	$11,269	$ 868	$ 3,501	$ 1,072	$12,890	$ 228	$ 44	—	$ 20
Per Capita Total Government Grants	$ 1.14	$ 48.63	$ 8.81	$ 37.48	$ 1.49	$ 22.72	$ 3.51	$ .60	—	$ .33

NOTES:

[1] From August, 1991 to March 31, 1992.
[2] Once only grants awarded to all day care facilities.

OCTOBER, 1992

EXHIBIT 15

INTERPROVINCIAL COMPARISONS - DAY CARE FACILITIES

FULL-DAY PROGRAMS

Expenditures on Day Care For The Year Ended March 31, 1992
(000 omitted)

	B.C.	Alta.	Sask.	Man.	Ont.	Que.	N.B.	N.S.	P.E.I.	Nfld.	
USER FEES[1]	$ 9,396	$ 28,928	$ 3,634	$ 8,397	$ 86,606	$ 26,219	$ 3,534	$ 5,056	$ 771	$ 962	
PUBLIC FUNDS:											
Provincial Subsidy	16,686[2]	11,525	5,323	4,236[2]	50,851	17,703	712	3,096	395	337	
Provincial Grants	265	11,269	868	3,501	858	12,890	228	44	—	20	
Municipal Subsidy					12,713						
Municipal Grants					214						
	16,951	22,794	6,191	7,737	64,636	30,593	940	3,140	395	357	
TOTAL EXPENDITURES	$ 26,347	$ 51,722	$ 9,825	$ 16,134	$151,242	$ 56,812	$4,474	$ 8,196	$ 1,166	$ 1,299	
											Total
Population 0-5 years (Exhibit 4)	231,971	231,730	98,539	93,421	719,730	567,402	64,911	73,839	11,517	60,380	2,153,490
											Average
Per Capita Total Expenditures	$ 113.58	$ 223.20	$ 99.71	$172.70	$ 210.14	$ 100.13	$ 68.93	$111.00	$101.24	$ 21.51	$ 122.21
											Average
Per Capita Public Funding	$ 73.07	$ 98.36	$ 62.83	$ 82.82	$ 89.81	$ 53.92	$ 14.68	$ 42.52	$ 34.39	$ 5.91	$ 55.80
											Average
Percent Public Funding	64.34	44.07	63.01	47.95	42.74	53.85	21.01	38.31	33.88	27.48	43.662

NOTES:

[1] Calculation: [Utilization rate (average cost x available spaces)] - subsidy
[2] Includes subsidies to families with school-age children.

OCTOBER, 1992

EXHIBIT 16

Price Waterhouse Associates

INTERPROVINCIAL COMPARISONS - DAY CARE FACILITIES

FULL-DAY PROGRAMS

Budgeted Public Funding For Day Care to March 31, 1983
(000 omitted)

	B.C.	Alta.	Sask.	Man.	Ont.	Que.	N.B.	N.S.	P.E.I.	Nfld.
Provincial Subsidy	$26,898[1]	$15,200	$ 7,654	$ 6,003	$63,818	$20,607	$ 1,017	$ 3,391	$ 407	$ 450
Provincial Grants	440	27,846	878	4,297	697	19,160	257	45	—	27
Municipal Subsidy					15,954					
Municipal Grants					174					
TOTAL BUDGETED PUBLIC FUNDING	$21,424	$43,046	$ 8,532	$10,300	$80,643	$39,767	$ 1,274	$ 3,346	$ 407	$ 477

NOTES:

[1] Includes $5,913,509 designated for special needs day care.

OCTOBER, 1982

EXHIBIT 17

INTERPROVINCIAL COMPARISONS - DAY CARE FACILITIES

FULL-DAY PROGRAMS

Available Training Programs/Salaries/Attrition Rate

	B.C.	Alta.	Sask.	Man.	Ont.	Que.	N.B.	N.S.	P.E.I.	Nfld.
TRAINING PROGRAMS:										
Community College Courses										
- 1-year certificate	X	X	X		[2]	X	X[7]	X		
- 2-year diploma		X	X	X	X		X[7]	X		
- 3-year diploma						X				
Extension Courses										
- Credit towards diploma				X	X			X		
- Training program			X		X			X		X[8]
University Courses										
- Family studies degree		X		X	X					
- Early childhood education degree		X	X	X	X[3]		X	X		
- Other courses allowing credit towards diploma				X	X[4]					
AVERAGE SALARIES:[1]										
Directors			$1,250 - $1,667/mo.	$1,350/mo.	[5]			$1,000 - $1,667/mo.		$1,667/mo.[9]
Supervisors			—	$1,100/mo.	[5]					
Workers/staff - trained			$ 833 - $1,250/mo.	$ 900/mo.	[5]	$1,250/mo.			$800/mo.	$ 531 - $766[9]/mo.
- untrained									$700/mo.	
TURNOVER/ATTRITION					average length of stay is 39 months for trained staff [6]					

NOTES:

[1] Approximations only. Workers in some provinces receive minimum wage.
[2] A one-year certificate program after the two-year diploma is available in (a) infant care and/or (b) resource education.
[3] Graduate and undergraduate degree programs offered in child studies.
[4] Two-year diploma in child studies after a degree.
[5] Per month salaries by level of staff and type of facility are as follows:

	Municipal*	Non-profit	Private Enterprise
Supervisors	$1,710	$1,250	$1,065
Workers/staff - trained	$1,292	$ 940	$ 810
- untrained	$1,228	$ 715	$ 710

* Rates apply to metro Toronto only.

[6] From a study in one municipality near Toronto.
[7] Started offering these programs September 1982.
[8] Proposed to government.
[9] Represents salary at 1 centre only.

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EXHIBIT 18

INTERPROVINCIAL COMPARISONS - DAY CARE FACILITIES

FULL-DAY PROGRAMS

Future Plans/Impact of Recession

	B.C.	Alta.	Sask.	Man.	Ont.	Que.	N.B.	N.S.	P.E.I.	Nfld.
FUTURE PLANS FOR DAY CARE:										
Changing policies for services	X									
Enacting new legislation				Expected to be passed Spring, 1983	In the process of revision	Expected to be passed by January, 1983	To be presented to the Minister December, 1982 (family day care)			
Emphasizing training programs					X	X			X	X
Decentralizing services		X								
Expanding Satellite/ Agency System		X								
Licensing all agencies					X					
IMPACT OF RECESSION:										
Greater number of vacancies thought to be caused by shift from structured day care programs to informal arrangements with friends/ relatives		X		X	X	X			X	X
Increased placements in private home day care			X		X					
Lack of funds has disallowed further increases in number of subsidized spaces								X		

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EXHIBIT 19